



CITY OF INDIANAPOLIS DEPARTMENT OF

# PUBLIC SAFETY

N E W S L E T T E R

VOLUME 2  
**#5**  
MAY/JUN  
2014

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As you know by now, the Department of Public Safety has instituted goals and objectives along with administrative reviews for accountability. Recently, we completed an administrative review of progress towards the 2014 goals and objectives for all eight divisions. Most are performing well.

Due to past and current reviews, I have worked with the Indy Public Safety Foundation to address some issues that arose during the discussion. A few topics that I feel are important include issues with a lack of first-line supervisor training, limited executive training, and accountability for those in leadership for actions or lack of production. All of these will be addressed, with full or partial funding from the Foundation.

Six hundred first-line supervisors will receive training beginning this Fall, followed by additional training in the spring and fall of 2015. Executive level training is being developed and will be implemented in 2015. In regards to accountability, departmental leaders will continue to protect the integrity of the Department of Public Safety, while an efficiency team meets to follow-up on some work already completed regarding a new evaluation process for leadership. The evaluation will include ratings from superiors,

peers and employees. I will share more details in the future.

We are already compiling goals and objectives for 2015, which will be more metric-targeted and focused using data to determine needs. If you have any suggestions for any or all of our divisions, please share those through [DPS@indy.gov](mailto:DPS@indy.gov).

The goals and objectives are on our website if you haven't familiarized yourself with them.

One final note: thank you to everyone for making Saturday's youth summer jobs 5K a success. Mayor Ballard was very impressed with your efforts. We had a good group of participants and a well-organized event. Many young people will benefit from your leadership and help.

Once again, thank you for all your hard work. I certainly hope that you and your families have a great summer.

***God Bless and staysafe // Troy***

***"We are already  
compiling goals and  
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and focused..."***

**— Director Troy Riggs**

*Have a question, suggestion or comment to share with Director Riggs or the Department? Please e-mail it to us at:*

**dps@indy.gov**



# IMPD Swears In 60 New Recruits



After receiving recommendations from Indianapolis Metropolitan Police Department (IMPD) Chief Rick Hite, the Civilian Police Merit Board gave its final approval to hire 60 new recruit officers for the 9th IMPD Recruit Class. Those recruits took their oaths of office June 2.

Mayor Greg Ballard and Department of Public Safety (DPS) Director Troy Riggs are making it a priority to put more IMPD officers on the street. Thanks to their leadership and fiscal responsibility, the City will add 80 new officers this year.

"Adding two new recruit classes this year is an important part of our plan to make people feel safe in their neighborhoods," said Mayor Greg Ballard. "Our 'Your Life Matters' initiative, along with 80 new officers and our plan to put 156 officers back on the street taking active police runs will go a long way toward making our city a more attractive

place to live."

The swearing in of the first of two 2014 classes ensures IMPD will be above attrition this year.

"For the first time in several years, we will see the size of our police force grow in Indianapolis," said Riggs. "This was made possible only through the good work of our Police Allocation Efficiency Team and through the efforts of Chief Hite and his staff to identify ways to improve the efficiency and effectiveness of IMPD."

The new class is comprised of 49 males and 11 females. 60 percent of the overall class is White, 28 percent is Black and 12 percent is Hispanic.

"We recognized the need to improve the diversity of IMPD and worked very hard to change our recruiting process to ensure our police force is representative and reflective of the community we serve," said Chief Hite.

"We only hire the best of the best and we are proud of this group. These new recruits will be expected to be problem solvers and engage the community to find solutions to improve the quality of life in our neighborhoods, reduce crime, crime, and the fear of crime."

Recruits were vetted during an eight-month screening process which began in October of last year. These new recruits had to pass a written examination, physical fitness test, oral interview assessment, and a comprehensive background investigation.

The new recruits have now begun training at the IMPD Training Academy. During their training they will learn how to perform the duties of a professional police officer. The academy training is scheduled to last approximately 22 weeks; field training is an additional 20 weeks.

*"Adding two new recruit classes this year is an important part of our plan to make people feel safe in their neighborhoods."*

*— Mayor Greg Ballard*

## 2014 DPS

### "Recognition of Excellence"

#### Awards

<http://bit.ly/dps-awards>

*It's time to nominate one of the unsung heroes who work alongside you every day for a 2014 DPS "Recognition of Excellence" Award.*

*The awards will be presented in December to those employees of DPS who have gone above and beyond their normal duties while exemplifying the recognizable good qualities and high standards of DPS.*

*Nominate someone today!*

## Chief Sanford Looking Ahead to Further DPS Excellence

It was announced April 30 that Indianapolis Fire Department (IFD) Chief Brian Sanford plans to retire from his current position while taking on a new role within DPS.

Sanford, who has served the citizens of Indianapolis as Fire Chief since 2008, will stay on as IFD Chief until a successor takes over the role. Sanford will then become Chief of Staff for the Department of Public Safety Director's Office.

"I am proud of the work Brian has done over the last six years as Chief of IFD," said Public Safety Director Troy Riggs. "His talents run far beyond his service as a firefighter and I am excited to have him join the DPS executive staff."

Chief Sanford began his fire service career at the age of 27 with the Warren Township Fire Department. He rose through the ranks and ultimately was appointed Fire Chief. He served as Warren Fire Chief for eight years. In 2007 Warren Township FD merged into the IFD and in July 2008 Sanford was named Chief of the Indianapolis Fire Department. In December of 2013 Sanford completed 30 years as a firefighter in Indianapolis.

"Over the last 30 years I have been blessed to serve this great city and surround myself with a remarkable array of hardworking and talented people dedicated to the efforts of public safety," said Sanford. "I am grateful to all those who have supported me throughout my career and look forward to assisting Director Riggs meet his vision for Indianapolis Public Safety going forward."

As Chief of Staff, Sanford will assist Riggs and Deputy Director Valerie Washington in the oversight of the eight divisions that comprise DPS.

Sanford will provide a broad range of expertise in strategic and administrative services and assist the division heads in monitoring the use of budgets, resources, project management and priority programs within each division and throughout DPS.



### Internal search underway for next IFD Chief



The search for the next Chief of IFD is underway and whoever is selected to lead the department will be very familiar to those with the IFD ranks.

Riggs is heading up the search, which is limited to a group of candidates currently employed within IFD.

"IFD is well regarded as one of the top fire departments in this nation," said Riggs. "The talent pool within its current ranks is very deep and there is no better place to find the next Chief than from within that group of dedicated professionals."

Eligible applicants include members of the department who hold the permanent merit rank of Captain or Battalion Chief. Interested applicants have until June 13 to apply.

Once all applications have been reviewed, a list of finalists will be determined and those finalists will participate in an interview process. That process will include interviews with two panels that include a cross-section of representatives from within DPS, other City agencies, local business leaders and the Indianapolis community.

# Indianapolis EMS Encourages Bike Safety

As the weather warms and both children and adults head outdoors for spring activities, families should be vigilant about bike safety and injury prevention.

In 2013, Indianapolis EMS responded to 238 bicycle-related injuries in Marion County, with volume picking up in April throughout the spring and summer months and reaching peak levels in August.



The Centers for Disease Control and Prevention (CDC) report that non-fatal bike injuries are most common among children ages 5-14 and young adults ages 15-24, accounting for nearly 60 percent of all bike-related injuries in the nation. Young adults ages 15-24 and adults 45 years and older account for the most bike-related deaths. Indianapolis EMS is encouraging all cyclists to prepare now before injury occurs.

One of the most important ways to prevent a bike injury is to wear a helmet each time you ride, according to Dr. Charles Miramonti, chief of Indianapolis EMS. Last year, only 26 percent of patients with bike-related injuries that Indianapolis EMS cared for were using safety equipment, including helmets.

"Putting on a helmet takes about 10 seconds, but it can save your life," he said. "We see many bike-related accidents in which a helmet did or could have prevented a serious injury or death."

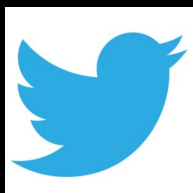
The National Highway Traffic Safety Administration (NHTSA) offers the following tips to ensure a safe ride:

- **Wear a helmet that fits properly.** Measure your head to find the correct size helmet. Do not purchase a helmet for a child to "grow into." It should fit them properly now. Fasten the straps under the chin until the helmet is snug. No more than two fingers should fit under the strap.
- **Stand out.** Wear bright colors, even when riding during the day. Include something reflective on your person, such as reflective tape or a bike light.
- **Ride in the right place.** Children younger than 10 should ride on the sidewalk. Older children and adults who ride in the street should ride in the direction of vehicle traffic and obey all traffic laws and signs.
- **Be alert.** Watch your surroundings, including parked cars, and look carefully behind you and on all sides before turning.
- **Ride responsibly.** Don't weave in and out of traffic. Signal to others when you are about to turn.
- **Avoid riding your bike at night.**

Nearly half of the bike-related injuries that Indianapolis EMS recorded last year involved a motor vehicle collision. With the miles of bike lanes and pedestrian paths that intersect with busy roads in Indianapolis, sharing the pavement is critical to the safety of everyone. Both bicyclists and motorists should be aware that Indiana law puts forth the same rights and restrictions on the road for both bicycles and motor vehicles.

"Not only should cyclists be cautious when riding through town, but pedestrians and people behind the wheel need to watch for those on bikes as well," said Dr. Miramonti. "This is the time that bike-related accidents start occurring, and everyone should be keeping an eye out."

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## A Word from Director Riggs on Great Litigation Teamwork

It is very important to me that DPS employees are kept apprised of what's happening in our department.

*"The recent legal victory is important because it confirms and enhances public trust and confidence in the men and women of Indianapolis F.O.P. Lodge #86 and the IMPD. Moreover, IMPD officers can take comfort in knowing that the FOP and City will be there to defend them in the good faith performance of their duties."*

— Edward Merchant, Partner,  
Ruckelshaus Kautzman Blackwell  
Bemis & Hasbrook

*"We could not have done this without the hard work and dedication of the officers who spent such long hours preparing for trial and living with this case the last two years."*

— Beth Garrison, Chief Litigation  
Counsel, City of Indianapolis

In late April, DPS and the Office of Corporation Counsel (OCC) prevailed in litigating a federal court case which had been filed against the City and IMPD.

Thank you to Corporation Counsel Andy Seiwert and Assistant Corporation Counsels Beth Garrison, lead on this case, and Amanda Griffith; the FOP and attorney Ed Merchant; and the IMPD of-officers and staff. All spent countless hours preparing for this trial.

Deputy Director Washington and I meet with the OCC team bi-weekly to review ongoing and pending cases in a thoughtful manner. DPS leadership believes in strongly defending unfounded allegations. We have built a team effort with OCC, IMPD and other DPS divisions in order to support our hard working employees.

This instance involved the police department. Chief Rick Hite and his staff were engaged in the effort to ensure we are supporting our employees who were doing the work on the streets each day according to policies and procedures.

This case win was the second legal win for the City since late last year. Rest assured, we will not settle cases in which our employees were doing their job the right way.

I want to again thank those who made this victory in federal court possible and thank them all for working hard for the citizens of this great city each and every day.



*God Bless and stay safe // Troy*

## "Community Conversation" Spotlight: IMPD Downtown District



On Tuesday May 13, IMPD Downtown District hosted its Community Conversation at the IU Health-Fairbanks Hall.

This was the continuation of conversations that Mayor Greg Ballard, Director Troy Riggs and Chief Rick Hite kicked off in March to get the community more involved in joining the police department in seeking solutions to **"Reduce Crime-Reduce the Fear of Crime-Improve the Quality of Life"** in our neighborhoods.

The Downtown meeting was a huge success with approximately one hundred guest speakers and attendees present.

Guests included members from our local Downtown residential, Law Enforcement and business community, IMPD recruit candidates and applicants, media and churches. The attendees had an opportunity during the break-out session to visit any guest table of their interest to ask questions, give input, feedback, concerns and offer any solutions how the city can improve problem solving efforts and crime reduction. During the group summary, a representative from each unit/business shared one of the questions asked by attendees who visited the respective tables. The questions and answers that were generated during the evening can be viewed [here](#).

## Indianapolis EMS Swears In 12 New Members

Twelve Indianapolis Emergency Medical Services (EMS) Academy recruits were sworn in as official members of the service on Monday, May 19.

Academy Class VIII participated in a ceremony where seven providers were sworn in as emergency medical technicians (EMTs) and five providers were sworn in as paramedics.

"These men and women represent the highest level of knowledge and qualification to serve the citizens of Indianapolis as part of the Indianapolis EMS family," said Dr. Charles Miramonti, chief of Indianapolis EMS. "We are proud to call them our brothers and sisters in public safety."

The newly-hired employees, called recruits, completed six weeks of training in the Indianapolis EMS Academy to become acquainted with the service's policies and procedures and to prepare for work in the field. They then completed between three and six weeks of the Field Training Officer (FTO) Program, during which they were coached by mentors while working on an ambulance, before completing a probationary period. These recruits have now successfully completed all requirements and are officially members of Indianapolis EMS.

During their time in the academy, recruits were required to maintain a high average on all course examinations and were evaluated on a number of core competencies. The program provided training in emergency vehicle operations, navigation, patient assessment, documentation, obstetrics, cardiac emergencies, traumatic emergencies, mass casualty management, terrorism and special operations, such as hazardous materials and extrication.

This is the eighth recruit class to be sworn in since the inception of Indianapolis EMS in December 2010. The new service members are Privates Joseph Brown, Carolyn Clennon, Dustin Passarelli, Joseph Porter, Joshua Ryan, Amber Smith and Nathan Wright and Specialists Christopher Clark, Tiffany Leicht, Michael Lewis, Brooke Sedam and Samuel Sheldon.



## College Park Church Serves Public Safety

College Park Church has a "serve" day, and in late April, the church chose to spend the day serving IMPD and IFD. More than \$1,000 was donated by local businesses, church members prepared meals for three firehouses and cleaned the interior of 36 IMPD North District patrol cars.

Businesses that donated to the effort included: Marsh in Broad Ripple, Massage Envy on East 106th Street (Carmel), Starbucks on Michigan Road in Carmel, Squealers on West 86th Street and Firehouse Subs on West 86th Street.

Curt Collins (Personal Liaison for Director Riggs) and his wife, Jen, and their children (Avelyn, Hayes and Rylan) were among those who pitched in — all pictured at left.





## Indianapolis Firefighters Participate in Harvard Heart Study

Firefighters have one of the nation's most dangerous jobs. But the leading cause of death among firefighters has nothing to do with flame. Instead, it has everything to do with their hearts.

Cardiovascular disease is the No. 1 cause of death among on-duty firefighters, and it strikes sooner for firefighters than for others. The United States Fire Administration reports that nearly half of firefighter fatalities are due to heart attacks — nearly eight times more than the number of firefighter deaths caused by smoke inhalation.

Further, most cardiac deaths in the line of duty are premature. The average age of firefighters dying from on-duty heart attacks is only 50 years old. Whereas, for the general public, the average age of first heart attack for males is 64.7, and about 85 percent of people who die from heart disease are over the age of 65.



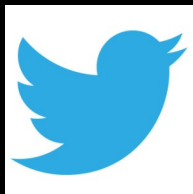
In an effort to further investigate and reverse these alarming statistics, Harvard School of Public Health is conducting a two-part study led by Dr. Stefanos N. Kales and funded by the Assistance to Firefighters Grants (AFG), a program of the Federal Emergency Management Agency (FEMA). In a series of prior investigations, Kales' team consistently found that firefighters succumbing to sudden cardiac death on the job usually had blockages or atherosclerosis of the coronary arteries as expected. Surprisingly, they found that the vast majority of these victims, even younger cases, also suffered from various types of cardiac enlargement. The present research is designed to better understand the underlying cardiac structure and function of firefighters and to develop a risk model to identify those at highest risk for future heart problems.

"Because of the stressful demands of their jobs, firefighters are 10 to over 100 times more likely to suffer a heart attack while putting out a fire than while performing routine duties at the fire station. On the job deaths due to heart disease affect the fire service more than any other profession. That is why for 20 years my primary research focus has been investigating the causal relationship of heart disease among firefighters to their job activities and underlying health and fitness," said Dr. Kales.

The City of Indianapolis is a national leader in providing proactive cardiovascular care for its firefighters. Since 1996, Indianapolis has required annual exams for firefighters through a partnership with Public Safety Medical, led by Dr. Steven M. Moffatt. Additionally, labor and management have worked together in a trusted partnership toward this common cause of keeping firefighters healthy.

"We are proud to be a part of this study with Harvard School of Public Health that could lead to better health outcomes for firefighters across the world," said Indianapolis Fire Department (IFD) Chief, Brian Sanford. "Our men and women with the IFD have seen firsthand the benefits of early detection. Our health partners at Public Safety Medical have caught several heart attacks waiting to happen, and because of their care and intervention, lives have been saved. That makes our participation in this study especially personal."

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# Excellence in Government Award Winners

DPS honored 10 more deserving employees for their hard work during the April and May "Excellence in Government" luncheons. They, and their guests, were treated to lunch, hosted by and sponsored by California Pizza Kitchen.



**Ashton Brandyberry, PSC**



**Eric Mohr, IEMS**



**Lana Niedenhauser, IFD**



**Matt Banner, IFD**



**Matt Henss, IFD**



## Nominate Continuous Excellence Today

<http://bit.ly/excellence-in-gov>



# Excellence in Government Award Winners

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**Matt Trowsell, IEMS**



**Kent Stone, IEMS**



**Debbie Cooper, IMPD,  
representing Nedra Johnson, IMPD**



**Blair Thorp, IEMS**

***HONORED BUT  
NOT PICTURED***

**Tomika Smith, IMPD**



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## 79th Indianapolis Fire Department Recruit Class Takes Oath



The Indianapolis Fire Department's 79<sup>th</sup> recruit class took the oath to serve on May 27.

Thirty-eight of the recruits in the class are headed for IFD while two additional members are headed for Speedway Fire Department and Beech Grove Fire Department.

Recruits will be mentally and physically challenged over the course of 20 weeks with the anticipated date of graduation set for October 16. They will hit the streets as probationary firefighters on the 17. Certifications will include Firefighter 1 & 2, Emergency Medical Technician, Hazardous Materials Awareness and Ops with basics training in disciplines such as Flashover, High and Low Angle Rope Rescue and Extrication. Each week of instruction will bring them closer to earning the IFD patches worn on their uniform and will culminate in the

presentation of their badges at graduation.

While most of Class 79 hails from Indiana, specifically the Indianapolis area, some come to the IFD family from as far away as Seville Spain, New Jersey, Michigan and Tennessee. Several are legacies to the family tradition of firefighting or public service with many having a police officer as a parent or relative. Former occupations include Security Guard, Special Education Teacher, Carpenter, Field Investigator, DPW Maintenance Tech, State Capitol Police Officer and Cinematographer, just to name a few.

The IFD recruits represent 36 men and two women of the 1,193 applicants from the most recent IFD hiring process and are the second class off the list. Class 78 was hired in May 2013 and was 34 members strong.

We welcome you to the IFD where we are proud to serve the Citizens of Indianapolis 24/7. Semper Vigilo.

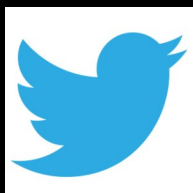
## First Youth Summer Jobs 5k Raises More Than \$22,000

Thanks to all who supported DPS' first "Your Life Matters" Youth Summer Jobs 5k Fun Run and Walk June 7!

The event raised more than \$22,500 for the Indy Public Safety Foundation, which will award funds to select DPS-endorsed service providers that propose programs to put youth to work this summer.



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# Director for a Day - Tom Linebarger

The Department of Public Safety continued its "Director for a Day" program in May, and was honored to play host to Cummins Inc. Chairman and CEO Tom Linebarger.

Tom became Chairman and CEO of Cummins Inc., the largest independent maker of diesel engines and related products in the world, on January 1, 2012. Prior to becoming Chairman and CEO, he served as President and COO from 2008 to 2011, Executive Vice President and President, Power Generation Business from 2003 to 2008, Vice President and Chief Financial Officer from 2000 to 2003, and Vice President, Supply Chain Management from 1998 to 2000.

Prior to joining Cummins, Tom was an investment analyst and investment manager at Prudential Investment Corporation where he lived in both Singapore and Hong Kong. While at Stanford, he worked at Cummins as an intern and spent his summer working on the manufacturing line at the Cummins Midrange Engine plant in Walesboro, Indiana. He liked the values, the people and the business challenges he found at Cummins and decided to join full time in February 1993.

Along with his wife Michele, Tom is very much involved in the education and development of their two teenage daughters, Alex and Emily.



**Want to suggest a good Director for a Day?**

**Please e-mail us at: [dps@indy.gov](mailto:dps@indy.gov)**